



# Is Your Organisation Ready for Performance Management?

Before implementing performance management, assess your organisational readiness and cultural foundation.



# The Foundation Question



## Culture Check

Is your workplace culture aligned with performance management principles?



## Leadership Commitment

Does top management support positive performance management processes?



# Strategic Building Blocks

01

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## **Business Plans**

Clear goals and strategies documented for performance alignment.

02

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## **Communication Systems**

Information flows down whilst feedback travels up from frontline staff.

03

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## **Goal Cascade**

Organisational objectives translate into individual performance targets.



# HR Process Readiness

1

## Job Descriptions

Required performance levels and behavioural standards clearly defined.

2

## Manager Skills

Target-setting, interviewing, and feedback capabilities developed.

3

## Employee Skills

Staff equipped to engage in performance planning conversations.

# Assessment Tools Available

## **Manager Clarity**

Questionnaire helps clarify thinking on readiness.

## **Opinion Survey**

Tool to gauge perceptions across the organisation.

## **Discussion Starter**

Framework for meaningful conversations about readiness.

# Key Readiness Indicators

**100%**

## Leadership Buy-In

Essential for successful implementation.

**100%**

## Clear Standards

Performance expectations documented.

**100%**

## Skills Development

Training provided for all participants.



# Ready to Transform Performance?

Assess your organisation's readiness and build a strong foundation for performance management success.

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